

# Planning for your Inclusive Search

UMBC STRIDE

Wednesday, May 10, 2023

12-1:30pm

WebEx



**FACULTY DIVERSITY**

**WE'RE CHANGING MINDS  
COME JOIN US**

# Conversation Goals

- Describe a job ad that is inclusive.
- Create DEIA plans
- Develop robust recruitment strategies



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**Conversation:**  
**Who, what, why of diversity?**

**UMBC Committee on Strategies and Tactics for Recruiting to Increase Diversity and Excellence (STRIDE)**



**Lisa Kelly**  
Associate Professor  
Chemistry  
and Biochemistry



**Lauren Edwards**  
Associate Professor  
Public Policy



**Lee Blaney**  
Professor  
Chemical,  
Biochemical, and  
Environmental  
Engineering



**Rachel Brewster**  
Professor  
Biological  
Sciences



**John Schumacher**  
Professor  
Sociology,  
Anthropology,  
and Public  
Health



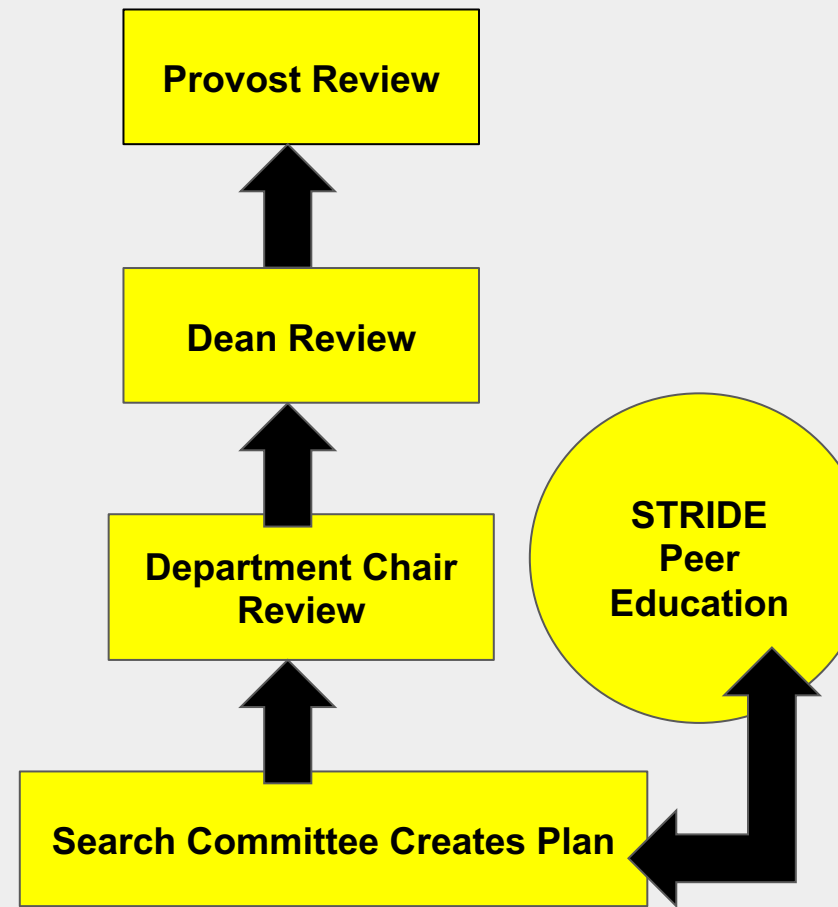
**Tim Topoleski**  
Professor  
Mechanical  
Engineering

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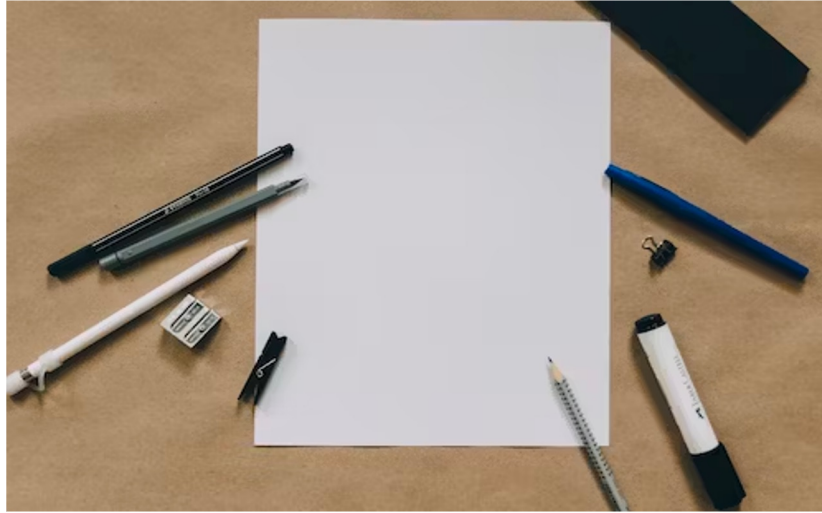
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# Start Here

- [Provost Office Guidelines](#)
- College Search Guidelines
- CAHSS - *Matt Baker*
- CNMS - *Kathleen Hoffman*
- COEIT - *Andrea Kleinsmith*



# Conversation



**How have you selected or created a search committee  
in the past?**

# Creating a Search Committee

- **Composition**

- Diversity of members (i.e., rank, fields, perspective)
- Including members external to department
- Expertise is not a prerequisite
- Graduate student input

- **Holding An Initial Meeting to**

- Set expectations, process, and rules (i.e., voting, consensus, confidentiality, recordkeeping, decorum)
- Develop a diversity hiring recruitment plan, search timeline and meeting schedule
- Delegate and assign committee members specific roles (process advocate, recruiting tasks, etc.)

# Plan for the Plan



# **What are applicants looking for in a job ad?**



# **UMBC Job Ad Samples 2013 vs. 2022**

# 2013 Boiler Plate Ad – “Just the Facts”

## UMBC SOCIOLOGY & ANTHROPOLOGY: ASSISTANT PROFESSOR

**University of Maryland, Baltimore County (UMBC).** Assistant Professor. The UMBC Department of Sociology and Anthropology invites applications for a tenure-track Assistant Professor position beginning August 2014. The Department's areas of focus are health & aging; diversity, culture, inequality, & social change; and, applied social science research. Primary research and teaching interests for the position are broadly in medical sociology and health & aging; however, preference will be given to candidates also contributing to our strengths in inequality, research methods, and/or statistics. Candidates are expected to have an active program of research.

Our Department has 15 full time tenured/tenure-track faculty members with over 600 undergraduate majors and 70 graduate students. The Department consists of three undergraduate major programs (Sociology, Anthropology, and Health Administration and Policy), a Master's Degree in Applied Sociology, and a Departmental Center for Aging Studies managing over \$7 million in externally funded grants. Faculty actively participate and are affiliated with three interdisciplinary doctoral programs in Gerontology, Public Policy, and Language, Literacy, & Culture. Faculty also have the opportunity for secondary appointments across campus and specifically in UMBC's Erickson School of Aging Studies and the School of Medicine, University of Maryland, Baltimore.

UMBC is classified by the Carnegie Foundation as a Research University – High Research Activity and is located in the dynamic Baltimore-Washington, DC corridor. UMBC is especially proud of the diversity of its student body of 14,000 graduate and undergraduate students. We seek to attract an equally diverse applicant pool for this faculty position. We have a strong commitment to increasing faculty diversity. Salary and benefits are competitive. Applicants should submit a letter of interest and qualifications, a CV, and have three letters of reference sent. Pending final budgetary approval, review of applications will begin on Oct. 15, 2013 but will continue until the position is filled. Send materials via email to Angela McNulty, [amcnulty@umbc.edu](mailto:amcnulty@umbc.edu). Alternatively send materials to: Search Committee, Department of Sociology and Anthropology, University of Maryland Baltimore County, 1000 Hilltop Circle, Baltimore, MD 21250 ([www.umbc.edu/sociology](http://www.umbc.edu/sociology)). UMBC is an Affirmative Action/Equal Opportunity Employer. Minorities, women, and individuals with disabilities are encouraged to apply.

# 2022 UMBC Ad – “Emphasis on Inclusive Excellence”

## UMBC POLITICAL SCIENCE ASSISTANT PROFESSOR

The Department of Political Science at the University of Maryland, Baltimore County (UMBC) invites applications for a tenure track Assistant Professor position in American politics, beginning August 2023. We seek outstanding candidates with a teaching and research concentration in race and ethnic politics. UMBC is a Carnegie Research 1, community-engaged, minority-serving institution focused on inclusive excellence. UMBC is a dynamic and growing public research university located in the Baltimore-Washington Corridor. The university has a student population of 13,640 graduate and undergraduate students. US News and World Report regularly ranks UMBC in the top 10 of most innovative universities, and the Chronicle of Higher Education recognizes UMBC as one its “Great Colleges to Work For” in categories including cooperative governance, compensation, teaching environment, and work-life balance. UMBC is especially proud of the diversity of its student body, and we seek to attract an equally diverse applicant pool for this position. Our faculty and campus community have a strong commitment to equity and social justice, as do our students. For example, our department’s undergraduate Council of Majors is currently spearheading an ongoing project designed to increase diversity and inclusion in the curriculum. To learn more about the Political Science Department, please visit <https://politicalscience.umbc.edu/> and <https://politicalscience.umbc.edu/commitment-to-diversity-equity-and-inclusion/>.

### Qualifications

Preference will be given to candidates who already hold a Ph.D. in political science or will have a Ph.D. in hand by August 2023. Candidates must provide evidence of a focused research agenda and a commitment to high quality undergraduate teaching experience. Candidates must also describe the ways in which their research, teaching, and/or life experience contribute to “inclusive excellence,” such as their ability to work with underserved and diverse populations and their capacity to respond in pedagogically productive ways to the competence, aspirations and needs of students from diverse backgrounds. The successful candidate will teach two introductory sections of American Government and Politics (counting as two courses) and upper division undergraduate courses in race and ethnic politics. The annual teaching load is five courses.

### Application Instructions

Applicants should submit their applications by November 1, 2022 for best consideration. Please provide a cover letter; a statement of research agenda; a statement of teaching philosophy; a statement of commitment to diversity and inclusiveness; CV; up to two writing

# **Robust Recruitment: Q: Where do you typically recruit?**



# What's Next



1. Review and update your department's virtual spaces (websites, Facebook, Twitter, etc.)  
[Check out PSYC Webpage.](#)
1. Align evaluation criteria (rubric) with your job ad
2. Follow guidelines at both College level & Provost level
3. Reach out to STRIDE for advice on developing criteria, the application review process, and interviewing.

# How to Continue the Conversation with STRIDE

Contact STRIDE for a:

- Search Committee Consultation
- Peer to Peer Conversation
- Attend a Fall 2024 Focused Conversation from the Recruitment or Retention Series
- QUESTIONS???